

# Workforce Focus

From the Workforce Planning Board  
of Waterloo Wellington Dufferin

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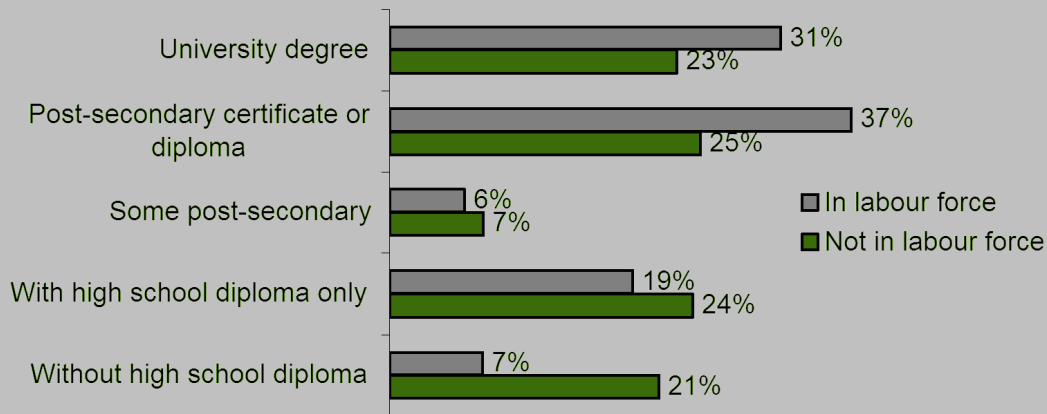
**Labour Force Participation**

- Non-participant education levels
- Rates by population groups

**Labour force participants** are those age fifteen and older who are employed or are actively seeking employment.

### Educational Compositions

Share of populations in and out of the labour force by highest educational attainment  
Ages 25-54, Ontario 2008



Source: Labour Force Survey, Statistics Canada, 2008

Though the education level of non-participants is collectively lower than that of labour force participants, the population outside of the labour force is becoming higher educated. From 1998 to 2008, the share of non-participants with a university degree increased by 10%, while the share without a high school diploma decreased by 10%. However, the greatest variance between participants and non-participants remains in the share without a high school diploma.

### Groups in Focus

#### Women

Except for a brief period during the recession of the early 1990s when their participation rate stalled around 75%, the proportion of women in Ontario's labour force grew steadily until 2004. Since then, rates have hovered around 82%. Recently slight gains in the share of married or common-law women participating have been offset by drops in the share of single, separated, divorced, and widowed women.



Source: Luffman, Perspectives on Labour and Income, Statistics Canada, September 2006.

#### People with Disabilities

In 2006, 44% of people with disabilities in Canada were not in the labour force compared to 20% of people without disabilities. Progress towards inclusion may actually have declined as only 65% of workers with disabilities who felt they required a job redesign had received one in 2006 compared to 80% in 2001. The provision of human support also declined from 83% to 56% over this period.

##### Participation Rates by Disability

Hearing	64%
Seeing	50%
Communication	38%
Mobility	54%
Agility	53%
Pain	60%
Learning	48%
Memory	40%
Developmental	33%
Psychological	45%

Source: Participation and Activity Limitation Survey, Statistics Canada, 2006.

#### Older Participants

The share of Ontario's population over age 55 participating in the labour force increased by 10% from 1998 to 2008. A large generation of women with higher rates of participation than their predecessors are reaching near-retirement age and subsequently raising the participation rate of the population over age 55. Increasing levels of educational attainment among older workers is also a contributor as higher credentials translate to higher participation rates.



Source: Marshall & Ferrao, Perspectives on Labour and Income, Statistics Canada, August 2007

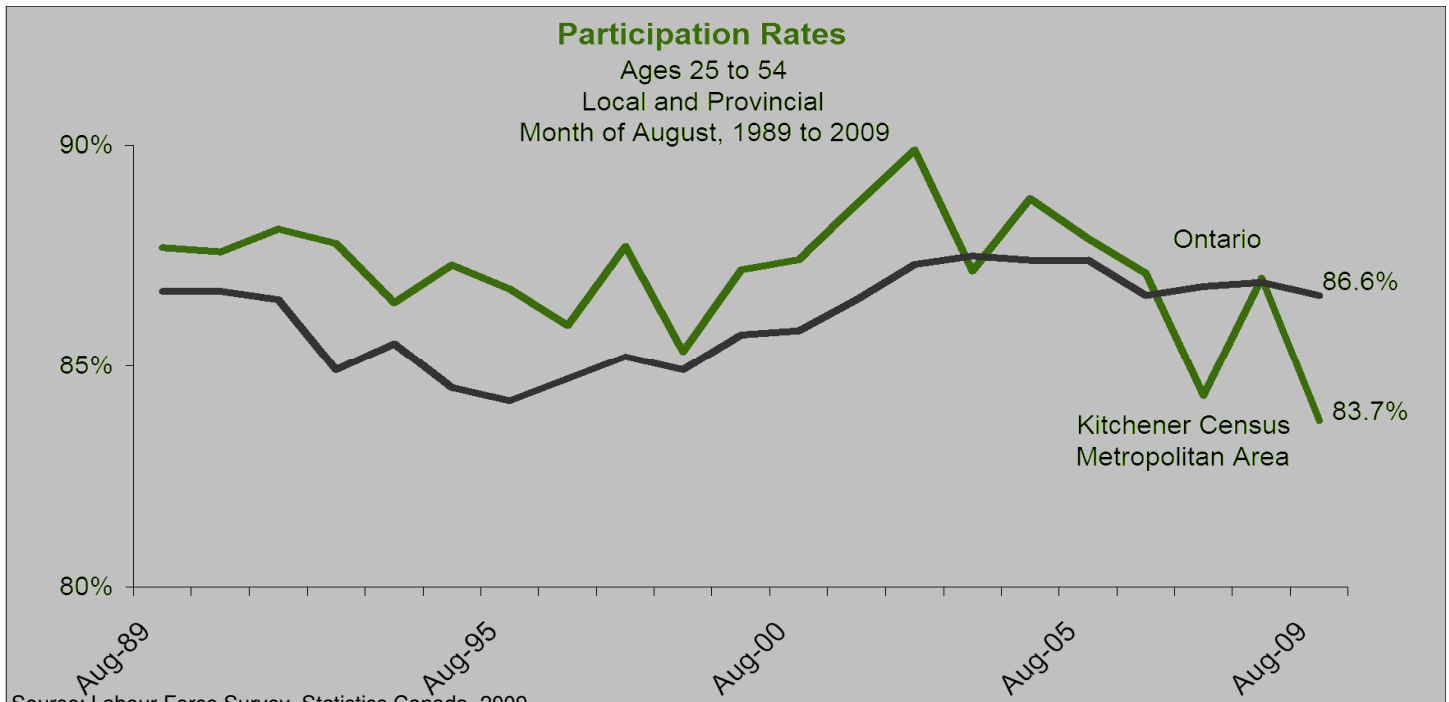


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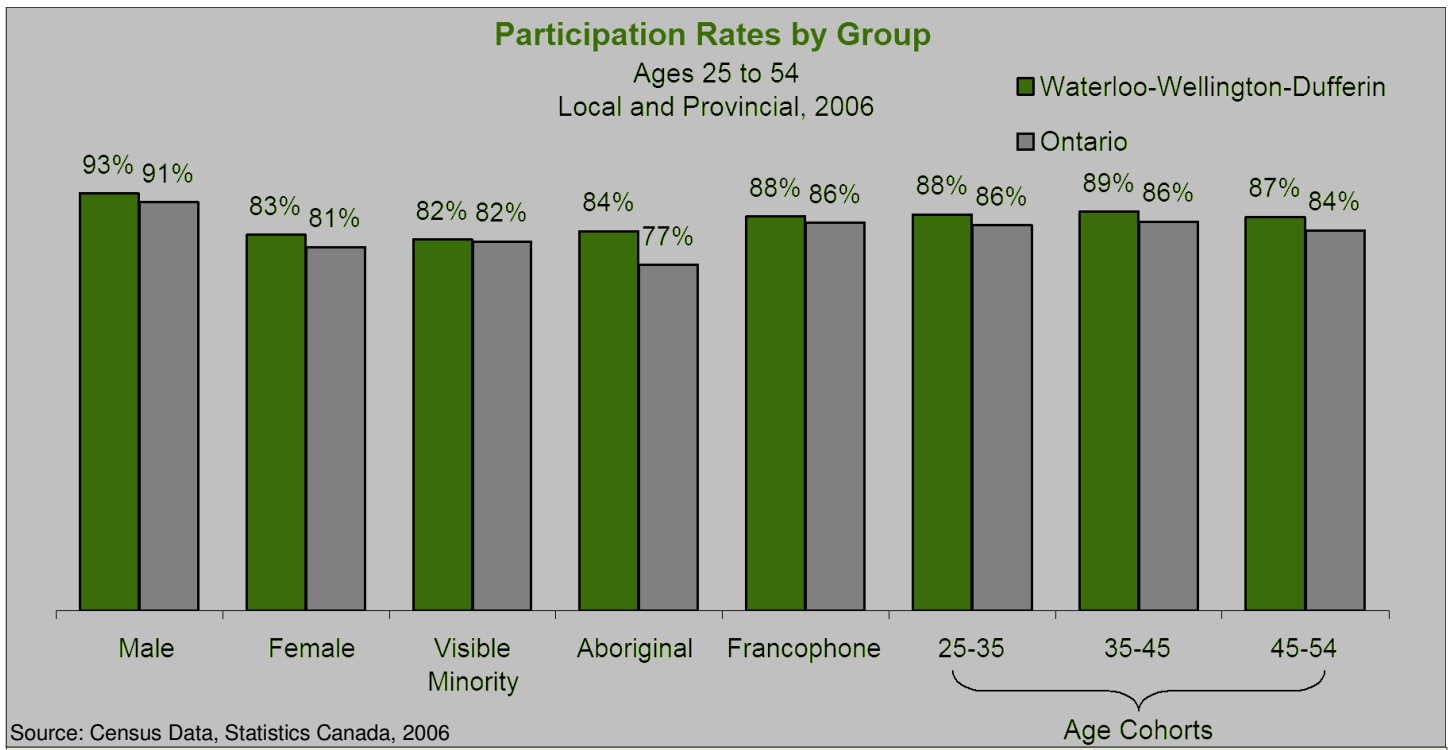
Guiding Today's Workforce for Tomorrow's Workplace

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The Kitchener Census Metropolitan Area includes Cambridge, Kitchener, Waterloo, Woolwich and North Dumfries. Until two years ago, this region's labour force participation rate was traditionally above the provincial average. Though the participation rate of both genders has recently dipped in this region, a higher than average rate of local women participating was the driving factor of the traditionally higher local rate.



Examining how the local core working age population compared to provincial counterparts in 2006, the most significant difference was in the larger than average share of local aboriginal people participating in the labour market.

**EMPLOYMENT ONTARIO**

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